



**THE
EQUALITY, DIVERSITY AND INCLUSION POLICY
OF
JEWEL & ESK COLLEGE**

September 2007

EQUALITY DIVERSITY AND INCLUSION POLICY

1.0 Purpose

- 1.1 This policy document explains how we intend to meet our *statutory duties* to promote equality in Disability, Race and Gender within Jewel & Esk College and brings together the three Equality Schemes we have recently developed in respect of each. Whilst at present there is no *statutory duty* in place in respect of the Equalities strands of Age, Religion or Belief, and Sexual Orientation we believe we have a commitment to go beyond meeting our *statutory duties* in respect of Equalities. We have therefore set out our commitment to integrate the strands of Age, Religion or Belief, and Sexual Orientation within this Equality Diversity & Inclusion Policy and to promote equality within all six strands of equalities legislation.

Equality Diversity & Inclusion Policy

*Disability Equality
Scheme & Action Plan

*Gender Equality
Scheme & Action Plan

*Race Equality
Scheme & Action Plan

Statements on: Age; Religion or Belief; Sexual Orientation

***These Schemes and Action Plans are shown as separate documents published on our website and for the purpose of the Equality Diversity & Inclusion Policy will be deemed to be incorporated into this document.**

- 1.2 We have a dual role under Equalities legislation relating to Disability, Gender and Race as both (1) an employer and (2) a Further Education College and provider of vocational training to meet the *statutory general duty* to have due regard to the need to promote equality of opportunity and to eliminate unlawful discrimination and harassment. We have expanded this duty further to include the remaining Equalities strands of Age, Religion or Belief and Sexual Orientation.

2.0 Policy

Policy Statement

Jewel & Esk College acknowledges the dignity and diversity of all individuals and will seek to promote equality of opportunity for all. The College will actively promote equality, diversity and inclusion by removing barriers to education, training and employment opportunities and by widening access through development of a flexible and inclusive culture.

- 2.1 We believe that by promoting equality in respect of all six Equalities strands we will all share in the benefits that embracing diversity will bring. The six strands are:
- Age
 - Disability
 - Gender (including sex, gender reassignment, marital status and equal pay)
 - Race (including colour, ethnic background, nationality, citizenship)
 - Religion or Belief
 - Sexual Orientation
- 2.2 We will encourage recognition that not everyone is the same and that differences should be welcomed and discussed openly without fear of recrimination. By eliminating prejudice and discrimination in all its forms we will ensure that everyone has an equal opportunity to develop their full potential and to live, work and study without fear or threat. We believe that in fostering and developing an inclusive culture we bring about the benefits of:
- Increased motivation and achievement of all our students and staff; and
 - Improved morale of our staff thereby enhancing our reputation as an 'employer of choice'.
- 2.3 We believe it is the right and responsibility of everyone to treat others with respect and to contribute to a constructive learning and working environment which is free from discrimination, prejudice, harassment or victimisation. We take seriously our responsibility to promote equality of opportunity for all and this policy is intended to clarify for everyone our stance in tackling and eliminating discrimination, prejudice, harassment and victimisation by anyone, against anyone and for any reason contrary to the ethos that everyone is different but equal.
- 2.4 Our Equality Diversity & Inclusion Policy places an obligation on all students and staff to adhere to the principle of Equality of Opportunity for everyone. Students and Staff are expected to act in the best interests of the College and ensure they do not breach the terms of this Policy by any actions they undertake. We will work with the Students Association and recognised staff trade unions to ensure commitment to and successful implementation of this Policy.
- 2.5 We believe that by promoting a culture of equality, diversity and inclusion we are fulfilling an essential part of our College mission to:

“Make learning an enriching and lifelong experience in the Communities we serve.”

3.0 Aims and objectives of our Equality Diversity & Inclusion Policy

- 3.1 Our aim is to achieve equality diversity and inclusion across all of the College functions and service provisions.
- 3.2 Our objectives are to ensure that:
- everyone within and associated with the College recognises the benefits that promoting equality and diversity will bring to College life
 - no-one suffers detriment of any kind because the actions of others

- we create a positive environment where students and staff can study and work and achieve their full potential without fear of discrimination, harassment or victimisation
- we promote an open and inclusive culture where differences are acknowledged and respected and can be discussed openly
- we operate within a policy of zero tolerance towards discrimination and harassment of any kind within our organisation
- we work toward building a diverse student population and workforce

4.0 Responsibilities in relation to Equality Diversity & Inclusion

- 4.1 It is the responsibility of every student and member of staff to ensure that our ethos of equality, diversity and inclusion is simply recognised as the way in which everyone should behave.
- 4.2 Our Board of Governors is ultimately responsible for and is committed to ensuring the College meets its legislative requirements in respect of Equality Diversity and Inclusion and that related Schemes, Policies and Procedures are implemented and maintained.
- 4.3 Our Principal and Chief Executive, responsible directly to the Board of Governors for overall functionality of Jewel & Esk College, is designated as the person responsible for the implementation and operation of this Equality, Diversity & Inclusion Policy. He chairs the Equality Diversity & Inclusion Group and this group assists him in developing and promoting policies and practices to ensure the dual aims of (1) promoting equality and (2) eliminating prejudice and discrimination in all its forms, are embedded within all College functions and processes.
- 4.4 The Senior Executive Team (SET) is responsible for ensuring the effectiveness of our Equality Diversity & Inclusion Policy.
- 4.5 The Equality Diversity & Inclusion Group (EDIG) is responsible for monitoring the results of our impact assessment of policies & procedures and of reviewing statistical information relating to our students and staff.
- 4.6 The role of our Equality Diversity & Inclusion Manager is to ensure we are compliant with legislation and are meeting our statutory duties in respect of Equalities and to assist in promoting the ethos of equality of opportunity within our organisation.

5.0 Equality Diversity & Inclusion Group

- 5.1 We have established our Equality Diversity & Inclusion Group (EDIG), led by the Principal, to develop and review our strategy in relation to Equalities issues and to monitor and review our progress towards meeting our statutory duties and responsibilities. EDIG also acts as a focal point and forum for issues relating to equality, diversity and inclusion. EDIG is expected to report on any specific trends identified and make recommendations as appropriate.
- 5.2 EDIG consists of representatives who hold responsibility for championing equality diversity and inclusion within a specific theme or function assigned to them. EDIG will meet each term and notes of meetings are published on our Intranet (JEVi)

- 5.3 EDIG carries out the monitoring of this Policy and where appropriate may investigate any allegations as necessary, but only after other College procedures have run their course.

6.0 Legislative Context of our Equality Diversity & Inclusion Policy

- 6.1 There are three pieces of legislation which impose positive duties upon us as a public body to promote Disability, Gender and Race equality in everything we do and the *statutory general duties* that are also listed under each heading are central to this Policy and to each respective Equality Scheme. The *specific duties* assigned for each of these three strands are detailed in the respective Schemes:

6.1.1 **Disability** - Disability Discrimination Act (DDA) 2005

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled people that is related to their disabilities
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than others.

6.1.2 **Gender** – Equality Act 2006

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

6.1.3 **Race** - Race Relations (Amendment) Act 2000 (RR(A)A)

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups.

- 6.2 Whilst the remaining three strands of Equalities legislation do not have statutory general duties assigned to them, we believe that the central ethos of our Equality Diversity & Inclusion Policy should go beyond our statutory duty to promote Disability, Gender and Race. We therefore state our commitment to promoting equality and eliminating discrimination harassment and victimisation within the remaining three strands of Age, Religion or Belief and Sexual Orientation. The following legislation is therefore relevant to this Equality Diversity & Inclusion Policy.

- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion or Belief) Regulations 2003.
- Employment Equality (Sexual Orientation) Regulations 2003.

Wherever possible we will ensure within our policies and procedures that we do not discriminate on the grounds of any of the six Equalities strands.

7.0 Rights and Responsibilities

- 7.1 Everyone within Jewel & Esk College has the right to be treated fairly and with respect.
- 7.2 We regard it as unacceptable to treat anyone less favourably on the grounds of their age, disability, gender, race, religion or belief, or sexual orientation.
- 7.3 We expect anyone representing the College at external visits, events to be aware of their responsibility to treat others with respect and to ensure they do not discriminate or treat anyone less favourably on the grounds of their age, disability, gender, race, religion or belief, or sexual orientation.
- 7.4 All students and staff are made aware of the College's commitment to promoting equality and eliminating discrimination in all its forms across the College.
- 7.5 We have implemented a rolling programme of Staff Development to raise awareness of Equalities issues for all our staff. The use of news items on the staff intranet and distribution of our leaflet 'Getting in on the Acts' serve as reminders of the part everyone must play in ensuring equality of opportunity is central to all functions of the College. Staff are made aware of the need to ensure the learning and teaching materials they develop and use are free from bias and stereotyping in respect of Equalities issues.
- 7.6 Students are made aware of our Equalities ethos through distribution of Equalities information within the Student Diaries at Induction.
- 7.7 Where we are involved with external organisations in partnership working and/or procurement of goods or services, we will endeavour to seek confirmation that the external organisation is aware of our ethos to promote equality and eliminate discrimination and our expectation that these external organisations will conform to these principles

8.0 Compliance with the Principles of Equality, Diversity & Inclusion

- 8.1 All students and staff have the right to be treated fairly and with respect. We are committed to the achievement of equality for all who come to student and learn or work within our organisation.
- 8.2 All students and staff should be aware that any incidents of discrimination, harassment or victimisation are covered by this Equality Diversity & Inclusion Policy and that any unlawful discriminatory acts or omissions contrary or inconsistent with this Policy will be regarded as a breach of our Disciplinary Code, which may lead to disciplinary action being taken up to and including summary dismissal from the College under the appropriate Disciplinary Policy (for students - Student Disciplinary Code/ for staff - Staff Disciplinary Policy). Copies of all College Policies & Procedures are available on the College website <http://jec.ac.uk/Pages/page.php?id=51&page=1>

9.0 Impact Assessment

9.1 We have a specific duty to undertake an assessment of the impact of our Policies & Procedures in terms of:

- promoting equality of opportunity and
- eliminating discrimination in any of its forms (including harassment and/or victimisation).

We will take all six Equalities strands into account and will assess for the impact that each strand may have based on the information available to us. An Impact Assessment process and checklist have been developed to assist in this task and training will be given to staff in undertaking impact assessments of practices and processes within their specific areas of responsibility. We will report on the results of the Impact Assessment process as part of our annual monitoring.

9.2 We have identified the following areas as having priority in respect of their relevance to the promotion of equality when conducting our impact assessments.

9.2.1 Students

- Admission and access
- Learning & Teaching
- Curriculum design
- Retention & Achievement
- Student Support Services
- Discipline and complaints

9.2.2 Staff

- Recruitment & Selection
- Training & Development/Career Progression
- Support Services

9.2.3 General

- Marketing, Publicity and Imagery
- Procurement of Services & Supplies.

10. Monitoring Statistics

10.1 The Equality Diversity & Inclusion Group will monitor and review statistics relating to students and staff on an annual basis and these statistics will be published in formal College documents (Curriculum Delivery Plan/Annual Report) and reported to the Board.

10.2 We have a duty to take steps to publish annually the results of our monitoring of statistics in respect of each of our separate Equality Schemes for Disability, Gender and Race. We presently collect statistics relating to Age and intend to monitor information relating to the age of our students and staff and include this information in our statistical reports. We do not collect and monitor information in respect of (i) Religion or Belief and (ii) Sexual Orientation and it is not anticipated that we will do so at this time.

10.3 Our duty to monitor statistics is identified within each of our Equality Schemes Monitoring will be undertaken on the following basis within each of the Equalities strands for which we currently collect data (i.e. Age, Disability, Gender and Race). We will particularly monitor statistical data in respect of:

Students : Applications, admissions, retention, progression and achievement, appeals, disciplinary/complaints procedures, employment destination.

Staff : Applications, recruitment and retention, career progression and training, equal pay, disciplinary and grievance, leavers.

11. STATEMENT ON AGE DISCRIMINATION

11.1 On 1 October 2006 the Employment Equality (Age Regulations) 2006 added a further strand to existing United Kingdom Equalities legislation and made it unlawful to discriminate against a person because of their age in terms of employment and the provision of vocational training. The regulations cover recruitment of staff, terms and conditions, promotions, transfers, dismissals and training but do not cover the provision of goods and services.

11.2 **This strand of legislation is now adopted into the Equality, Diversity & Inclusion Policy & Procedures of Jewel & Esk College as it applies to the College both as a public sector employer and as a provider of vocational training.**

11.3 In terms of its duty as an employer, the College recognises the national default retirement age of 65, below which age compulsory retirement is unlawful unless it can be *objectively justified.

11.4 The regulations make it unlawful on the grounds of age to:

- ***Discriminate directly** against anyone because of their age, unless it can be objectively justified
- ***Discriminate indirectly** against anyone, i.e. apply a criterion, provision or practice which disadvantages people of a particular age, unless it can be objectively justified
- Subject someone to ***harassment**
- ***Victimise** someone because they have made or intend to make a complaint or allegation

(*an explanation of these terms is given under Appendix C of this Equality Diversity & Inclusion Policy).

11.5 The College will monitor the impact of its policies & procedures to ensure that it does not apply any unnecessary restrictions relating to Age, other than where there may be an objective justification. The College will provide staff with access to training on equality issues and regular awareness-raising so everyone is aware of their responsibility as an employee to ensure they do not discriminate against another person in the workplace. Promoted staff involved in recruitment and selection will be given training to ensure they do not discriminate either directly or indirectly in terms of their involvement in

- Recruitment and selection
- Terms and conditions offered
- Access to Training and Promotion opportunities.

- 11.6 The College will monitor data in respect of the age of our student population and our workforce. This data will be reviewed annually by the Equality Diversity & Inclusion Group (EDIG) to identify trends and make appropriate recommendations.
- 11.7 All students and staff should be aware that Age Discrimination is one of the Equality strands covered by the College's Equality, Diversity & Inclusion Policy. Any unlawful discriminatory acts or omissions contrary to, or inconsistent with that Policy will be regarded as a breach of the appropriate disciplinary code as it applies (a) to a member of the Student Body - Student Disciplinary Policy or (b) a member of Staff (Staff Disciplinary Policy). Such a breach may lead to disciplinary action being taken, up to and including summary dismissal from the College. Disciplinary Policies & Procedures as these relate to Students and to Staff are available on the College website <http://jec.ac.uk/Pages/page.php?id=51&page=1>

12. STATEMENT ON RELIGION OR BELIEF DISCRIMINATION

- 12.1 On 2 December 2003 the Employment Equality (Religion or Belief) Regulations 2003 came into effect and made it unlawful to discriminate in terms of employment and vocational training on the grounds of religion or belief. Employment law defines religion or belief as any religion, religious belief or similar philosophical belief. All major religions are covered by this legislation, and in addition some which are less widely known or practiced. However, direct discrimination is allowed where religious belief is a necessary requirement for the job. It is unlawful to treat someone less favourably than another person because of their religion or belief, which includes 'perceived' religion or belief and discrimination on the grounds of the religion or belief of those with whom the person associates (e.g. friends and/or family) is also outlawed by this legislation.
- 12.2 A person should **not** be subject to any of the following because of their religion or belief
- *Direct Discrimination
 - *Indirect Discrimination
 - Harassment
 - Victimisation
- (*an explanation of these terms is given under Appendix C of this Equality Diversity & Inclusion Policy).
- 12.3 **This strand of legislation is now adopted into the Equality, Diversity & Inclusion Policy & Procedures of Jewel & Esk College as it applies to the College both as a public sector employer and as a provider of vocational training.**
- 12.4 The College will go further by ensuring that discrimination (including harassment and/or victimisation) on the grounds of a person's religion or belief will not be permitted in relation to the treatment by a member of staff to another member of staff or towards a student **nor** by a student to another student or to a member of staff.

- 12.5 All students and staff should be aware that discrimination on the basis of a person's Religion or Belief is one of the Equality strands covered by the College's Equality, Diversity & Inclusion Policy. Any unlawful discriminatory acts or omissions contrary to, or inconsistent with that Policy will be regarded as a breach of the appropriate disciplinary code as it applies (a) to a member of the Student Body - Student Disciplinary Policy or (b) a member of Staff (Staff Disciplinary Policy). Such a breach may lead to disciplinary action being taken, up to and including summary dismissal from the College. Disciplinary Policies & Procedures as these relate to Students and to Staff are available on the College website
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13. STATEMENT ON SEXUAL ORIENTATION DISCRIMINATION

- 13.1 The Employment Equality (Sexual Orientation) Regulations 2003 came into force in the United Kingdom on 1 December 2003. These Regulations cover discrimination, harassment and victimisation in work and vocational training and made it unlawful for an employer to discriminate against a person because of their sexual orientation, or their 'perceived' sexual orientation (i.e. the employer thinks the person is of a certain sexual orientation) in terms of:
- Recruitment
 - Terms and conditions and pay and benefits offered
 - Training, promotion and transfer opportunities
 - Redundancy and dismissal.
- 13.2 However in certain limited circumstances it is lawful to discriminate in recruitment, training, promotion and transfer for example in a job for which the sex of the worker is a Genuine Occupational Requirement (i.e. a job may be restricted to someone of a particular sex where the essential nature of the job, or the particular duties attached to it, calls for a member of one sex or someone of a particular sexual orientation).
- 13.3 Sexual orientation includes orientation towards someone of the same sex (lesbian/gay), both sexes (bisexual) or the opposite sex (heterosexual). The Regulations make it unlawful for an employer to subject an employee to harassment or victimisation because of that person's sexual orientation and also prevents discrimination on the grounds of the sexual orientation of those with whom the person associates (e.g. friends and/or family).
- 13.4 A person should **not** be subject to any of the following because of their sexual orientation:
- *Direct Discrimination
 - *Indirect Discrimination
 - Harassment
 - Victimisation
- (*an explanation of these terms is given under Appendix C of this Equality Diversity & Inclusion Policy).
- 13.5 **This strand of legislation is now adopted into the Equality, Diversity & Inclusion Policy & Procedures of Jewel & Esk College as it applies to the College both as a public sector employer and as provider of vocational training.**

- 13.6 The College will go further by ensuring that discrimination (including harassment and/or victimisation) on the grounds of a person's sexual orientation will not be permitted in relation to the treatment by a member of staff to another member of staff or towards a student **nor** by a student to another student or to a member of staff.
- 13.7 All students and staff should be aware that discrimination on the basis of a person's sexual orientation is one of the Equality strands covered by the College's Equality, Diversity & Inclusion Policy. Any unlawful discriminatory acts or omissions contrary to, or inconsistent with that Policy will be regarded as a breach of the appropriate disciplinary code as it applies (a) to a member of the Student Body - Student Disciplinary Policy or (b) a member of Staff (Staff Disciplinary Policy). Such a breach may lead to disciplinary action being taken, up to and including summary dismissal from the College. Disciplinary Policies & Procedures as these relate to Students and to Staff are available on the College website
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14. Policy Review

- 14.1 Progress towards actions identified within our Equality Diversity & Inclusion Policy will be reported annually to the Board. This Equality Diversity & Inclusion Policy will be reviewed within three years (by September 2010 at the latest). However ongoing changes in legislation may require amendment to and presentation of revisions to the Board prior to this date.

15. Communications

- 15.1 This policy will be available to external and internal parties via our College website and will be publicised on our staff intranet and in due course on our student intranet.

APPENDIX A - ACTION PLAN – GENERAL EQUALITIES ISSUES

Action	Person(s) Responsible	Timescale	Progress
<p>Monitor on an annual basis statistics on Age, Disability, Gender and Race and make appropriate recommendations relating to any identified trends – Requirements for data are specified within the separate Equality Schemes.</p>	<p>Equality Diversity & Inclusion Group</p>	<p>June 2008</p>	<p>Monitoring undertaken annually</p>
<p>Analysis of complaints relating to Equalities issues for students and staff to be undertaken annually</p>	<p>Quality & Qualifications Manager for student complaints</p> <p>Human Resources in respect of staff issues (grievances, discipline)</p>	<p>June 2008</p>	<p>Monitoring undertaken annually</p>
<p>Continue to raise awareness of students and staff to all six strands of Equalities issues</p> <p>Students – through Students' Association and College Induction processes.</p> <p>Staff – through Staff Induction and staff development and training opportunities</p>	<p>Equality Diversity & Inclusion Group</p> <p>Students' Association and Course Tutors</p> <p>Staff Development Advisors</p>	<p>September 2007 to June 2008</p> <p>Rolling programme of staff development</p>	

APPENDIX B -

DISABILITY EQUALITY SCHEME

GENDER EQUALITY SCHEME

RACE EQUALITY SCHEME

Each Equality Scheme details the duties of the College and the relevant Action Plan . Each Scheme can be found within our listed College Policies by using the undernoted hyperlink

<http://jec.ac.uk/Pages/page.php?id=51&page=1>

APPENDIX C - Definitions

1.0 There are six strands of Discrimination within UK legislation i.e Age, Disability, Gender, Race, Religion or Belief, and Sexual Orientation.

1.1 **Direct Discrimination** involves the treatment of someone less favourably, in relation to one of the legally protected strands of legislation i.e. Age, Disability, Gender, Race, Religion or Belief or Sexual Orientation) compared to someone to whom that strand does not apply in the same circumstances.

1.2 Indirect Discrimination

Where a criterion, provision or practice is applied which cannot be justified on grounds other than by reason of Age, Disability, Gender, Race, Religion or Belief, or Sexual Orientation) is applied to people equally but has the effect in practice of disadvantaging a higher proportion of people and that criterion, provision or practice is not a proportionate means of achieving a legitimate aim.

1.3 Harassment

Harassment is any unwanted behaviour deliberate or otherwise pertaining to one of the legally protected strands of legislation i.e. Age, Disability, Gender, Race, Religion or Belief or Sexual Orientation, which is directed at an individual or group that is found to be offensive or objectionable to that individual or group because it violates dignity, creates a hostile, intimidating, degrading, humiliating or offensive environment. Such behaviour can include hostile or offensive acts or expressions by a person or group, or incitement to commit such an act. Harassment may include intentional bullying but may also be subtle or insidious.

1.4 Some examples of harassment include:-

- Derogatory name-calling;
- Insults and jokes;
- Ridicule for differences;
- Deliberate exclusion from normal workplace or social events;
- Reference to an individual's Age, Disability, Gender, Race, Religion/Belief or Sexual Orientation
- Unfair allocation of work and responsibilities;
- Derogatory actions, statements, jokes, taunts or reference to an individual's Age, Disability, Gender, Race, Religion/Belief or Sexual Orientation
- Insulting behaviour or gestures, physical threats or assault;
- Incitement of others to commit to any of the above.

1.5 **Incident** (e.g. racist incident, sexist incident)

Is one which involves any form of harassment which can involve either verbal or physical behaviour or abuse.

1.6 Victimisation

It is unlawful to treat an individual less favourably because they are known to have, or suspected of having:

- Made a complaint
- Planned to make a complaint
- Supported someone else who has made or is planning to make a complaint

1.7 **Objectively justified**

This would allow the employer to set requirements that are directly discriminatory (in terms of Age, provided that it is a:

- Proportionate means of achieving a legitimate aim.

Both direct or indirect discrimination can be objectively justified in that the action taken must contribute to a legitimate aim and the discriminatory effect is significantly outweighed by the benefits of the legitimate aim. The employer must objectively justify the different treatment by showing that the reason for the difference in treatment

- Corresponds to a real business need on the part of the organisation
- Is appropriate with a view to meeting that need and
- Is necessary to meet that need.
- There was no reasonable alternative to the action being taken.

APPENDIX D - Legislation relating to Equalities

Relevant Legislation relating to the six Equalities strands of Age, Disability, Gender, Race, Religion or Belief, Sexual Orientation:

- The Equal Pay Act 1970
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Asylum and Immigration Act 1996
- The Human Rights Act 1998
- The Working Time Regulations 1998
- The Employment Relations Act 1999
- Maternity and Parental Leave etc Regulations 1999
- The Race Relations Amendment Act 2000
- The Special Educational Needs Discrimination Act 2000
- Public Interest Disclosure Act 1998
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2001
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Paternity and Adoption Leave Regulations 2002
- Flexible Working (Procedural Requirements) Regulations 2002
- Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion & Belief) Regulations 2003
- The Disability Discrimination Act 2005
- The Disability Equality Duty (2006)
- The Equality Act 2006
- The Employment Equality (Age) Regulations 2006
- The Disability Duty
- The Gender Duty